

Benefits



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Non-Safety IAFF (EMT/Paramedic)

Health and Welfare

The City provides an annual Flex Allotment of \$15,060 (\$627.50 twice monthly) for employees to use toward the purchase of benefits available under the City's IRS Section 125 Cafeteria Benefits Plan (Flex Plan). All Cafeteria Benefits are effective the first of the month following the employee's date of hire. From this allotment employees may choose coverage for themselves under one of the health plans offered by the City. With the remaining allotment amount, employees may elect: health coverage for their dependents; dental and/or vision coverage for themselves and their dependents; set aside funds in a flexible spending account (FSA) for reimbursement of eligible health or dependent care expenses. Any unused funds shall not be cashed out.

MEDICAL INSURANCE

The City currently offers the Kaiser, Aetna Whole Health Southern CA EPO, Aetna Full Network HMO, and Aetna PPO plans to its active employees and their eligible dependents through its Flex Plan. Health coverage is effective on the first of the month following the employee's date of hire. Eligible employees may waive City-sponsored medical coverage. Flex Allotment of employees waiving coverage and those with Employee Only medical coverage is fixed at \$13,024.

DENTAL INSURANCE

The City currently offers the Cigna DHMO and Cigna DPPO Plans. Coverage is effective on the first of the month following the employee's date of hire.

VISION INSURANCE

The City currently offers the MES Vision Plan. Coverage is effective on the first of the month following the employee's date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both Health and Dependent/Child Care FSAs. FSAs may be funded by your Flex Plan allotment and/or payroll deductions. The maximum annual Health FSA allocation is \$2,850 from all sources. Dependent/Child Care FSAs are limited to \$5,000 from all sources.

LIFE INSURANCE

The City provides employees with a \$50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of \$10,000, up to a maximum of \$550,000 or four times their annual salary, whichever is less. Coverage is also available for dependents as long as employees purchase Optional coverage for themselves. An employee can elect coverage for their dependent spouse or domestic partner up to the lesser of \$100,000 and 50% of the employee's coverage, in \$10,000 increments. Coverage of \$10,000 is available for dependent children up to age 26.

SHORT/LONG-TERM DISABILITY (STD/LTD) INSURANCE

The City provides employees with Short Term and Long-Term Disability insurance. If the employee is disabled according to the policy's definition of disability, the employee may be eligible to receive a benefit based upon 60% of the basic earnings up to a maximum of \$2,500 per week. Benefits would begin after an "Elimination Period" of 30 days for an accident or sickness and would be paid for as long as the employee continues to meet the policy's definition of disability. STD benefits are payable for up to nine weeks. After nine weeks, coverage transitions to LTD. LTD benefit is 60% of the employee's monthly earnings to a maximum of \$10,000 per month. LTD benefits duration is based on the employee's age when the disability occurs up to the Social Security normal retirement age.

Retirement

BASIC RETIREMENT

The City contracts with CalPERS for the provisions of its retirement benefits as set forth in the California Government Code and California Public Employees' Pension Reform Act of 2013. Employees pay 50% of normal cost based on retirement tier as determined by CalPERS.

Retirement Tier	Retirement Formula	Employee Deduction	Minimum Age for Retirement
Tier 1 Retirement	Local Miscellaneous 3% @ 60	11.175%	50
Tier 2 Retirement	Local Miscellaneous 2% @ 60	9.075%	50
Tier 3 Retirement	Local Miscellaneous 2% @ 62	7.500%	52

Tier 1 – Employees who became CalPERS members with the City of Chula Vista prior to 04/22/2011.

Tier 2 - Employees who became members of CalPERS or a reciprocal agency between 04/22/2011through 12/31/2012.

Tier 3 - New CalPERS members or reciprocal agency members on or after 01/01/2013

Employees may retire when they reach minimum age for retirement with five years of CalPERS service credit. Following is a summary of the CalPERS contract provisions:

- One Year Final Compensation (Tier 1 only)
- Employer Paid Member Contributions Reported as Earnings (Tier 1)
- Three Year Final Compensation (Tier 2 & 3)
- 1959 Survivor Benefit - Level 4
- Post Retirement Survivor's Continuance
- Military Service Credit as Public Service
- Credit for Unused Sick Leave
- Retired Death Benefit \$5,000
- Social Security Coverage-None

457 DEFERRED COMPENSATION
The City offers a 457 plan through Nationwide. Participation in the plan is voluntary and 100% employee funded.

Vacation, Holidays and Leaves

VACATION
Employees accrue vacation hours on a biweekly basis at the following:

Years of Service	Biweekly Accrual (Kelly Schedule)	Annual Accrual (Kelly Schedule)	Biweekly Accrual (40-hour Schedule)	Annual Accrual (40-hour Schedule)
0 - 4	4.30	112 hours	3.07	80 hours
5 - 9	6.44	168 hours	4.60	120 hours
10 - 14	8.62	224 hours	6.14	160 hours
15+	11.08	288 hours	7.70	200 hours

Note: During a new employee’s initial training period an, vacation will be prorated based on an 80-hour biweekly work schedule.

At no time may an employee have more than two years of vacation leave accumulated (i.e. twice the number of hours accrued annually). No vacation credits shall be accrued above this limit.

SICK LEAVE
Employees will accrue sick leave on a biweekly basis at the following:

Work Schedule	Biweekly Accrual	Annual Accrual
24-hour shift	5.15	133.90 hours
13.5-hour shift	4.36	113.30 hours
40-hour	3.68	96.00 hours

Employees have the option of converting 25% of their accumulated unused sick leave for the fiscal year to pay. The paid sick leave hours will be subtracted from the employee’s accumulated sick leave balance.

HOLIDAYS
Employees assigned to a 24-hour work shift schedule will receive one hundred thirty (130) hours holiday pay at straight time each fiscal year.

LEAVE BALANCE PAYOFF AT TERMINATION
All vacation and accrued floating holidays are paid in a lump sum payment upon termination. Sick leave balances will not be paid upon termination. If the employee retires from the City within four months of separation from employment, he/she may convert unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for each day of unused sick leave.

Other Benefits

BILINGUAL PAY
Upon recommendation of the Fire Chief and Director of Human Resources/Risk Management and successful completion of a bilingual performance evaluation, an employee will receive \$125 (Basic Proficiency) or \$225 (Advanced Proficiency) per month in addition to their regular pay. Testing is completed in January and July.

PROFESSIONAL ENRICHMENT
Employees may use up to a maximum of \$1,000 per fiscal year to pay for qualifying education, training, conferences per the City’s Professional Enrichment Program. On April 1 of each year, employees may receive up to an additional \$1,000 for qualifying expenses if funds are available.

FIELD TRAINING OFFER (FTO) PAY
Employees designated as a FTO for the purpose of training and certifying new Chula Vista Paramedic and EMT trainees or as assigned by the Fire Chief and when the trainees are assigned to an ambulance will receive 5% additional compensation to base pay.

SPECIAL PROJECT PAY
Employees may receive up to 15% above their base pay when assigned by the City Manager to a special project.

Information contained herein is for informational purposes only. If there is conflicting information, the employee’s Memorandum of Understanding (MOU) and/or Civil Service Rules will prevail.

